

**2010 POA NEGOTIATIONS**  
**CITY'S LIST OF NEGOTIATION PROPOSALS, INTERESTS & ISSUES**

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*Pursuant to MOA Article 1, the City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining:*

**PERIOD OF MEMORANDUM OF AGREEMENT – ARTICLE 1**

Term of contract

**WAGES – ARTICLE 5.1**

Wages

**HEALTH INSURANCE – ARTICLE 8**

Cost sharing formula

Co-pays for HMO plans

Payment-in-lieu of Health and/or Dental Insurance Program

Elimination of dual coverage

**PAYCHECKS – ARTICLE 11**

Language changes

**HOURS OF WORK AND OVERTIME - ARTICLE 13**

Calculation and eligibility for overtime

**COMMUNITY POLICING - ASSIGNMENTS – ARTICLE 17 AND ARTICLE 52**

Term of shift change

**POLICE VEHICLE – ARTICLE 21**

Vehicle replacement changes

**GRIEVANCE PROCEDURE – SECTIONS 25.6, 25.7 AND 25.8**

Immediate Arbitration

Consolidated Arbitration

Disciplinary Grievances

**SICK LEAVE – ARTICLE 31**

Sick leave payout for current employees

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Sick leave payout for new hires

**PROMOTIONAL MOA – ARTICLE 40**

Promotional MOA language changes

**RETIREMENT – ARTICLE 49**

Pension formula for new hires

Final Average Salary for new hires

Cost of Living Adjustment (COLA) for new hires

Workers' Compensation Offset

Pension prior service costs/unfunded liability

Supplemental Retiree Benefit Reserve (SRBR)

**RETIREE HEALTHCARE**

Retiree healthcare benefits for new hires

**SALARY STEP STRUCTURE**

Revise step structure and movement within steps

Freezing step structure

**CIVILIANIZATION**

Civilianization of functions

**CITY-PAID UNION RELEASE TIME**

City-paid union release time

**HOUSEKEEPING**